



NCDOT LMDA

NMA Chapter #618

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[www.ncdot.org/lmda](http://www.ncdot.org/lmda)

# Management Insight

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## Five Resolutions for Aspiring Leaders

By: John Coleman and Bill George (from the **Harvard Business Review** blog, December 30, 2011)

As the New Year approaches, people will be making resolutions to eat better, exercise more, get that promotion at work, or spend more time with their families. While these are worthwhile goals, we have a more important challenge for young people: Think seriously about your development as a leader.

These are tough times. Many leaders of the baby boomer generation have failed in their responsibilities by placing their self-interest ahead of their organizations. In so doing, they have failed to serve society's best interests. As a result, more young leaders from Gen X and the Millennials are being asked to take on major leadership responsibilities. To be prepared for the challenges you will face, we propose the following resolutions this New Year's:

**Find a trustworthy mentor:** Mentorship is a critical component of your development as a leader. A 2004 study showed that young leaders with mentors were more likely succeed professionally and experience career satisfaction. The essence of effective mentoring is developing a trusting relationship between the mentor and mentee. Identify someone with whom you have a genuine chemistry and who is committed to your development. Although many mentees do not realize it, **a sound relationship is a two-way street** that benefits both parties — not just the mentee. We suggest looking for mentors whom you admire for their values and character more than their success.

**Form a leadership development group:** Most of us have little time to reflect on the values and characteristics we want to define us as leaders, the difficulties we're facing, or the long-term impact we hope to have. Forming a leadership development group can give you the space you need to think deeply about these subjects. Leadership development groups are groups of six to eight people who meet to share their personal challenges and discuss the most important questions in their lives. Find people you can trust, and make a commitment to be one another's confidential counselors. Meet regularly, and share openly your life stories, crucibles, passions and fears, while offering each other honest feedback.

**Volunteer in a civic or service organization:** Have you served your community this year? In the Facebook era it's easy to lose touch with our real-world neighbors. Long hours often cause us to avoid volunteer opportunities. Participating in local organizations — from religious organizations to civic groups — can give you early leadership

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# Activities Bulletin Board



## • Troopons

LMDA is pleased to announce another great community service activity that's easy to do and yet helps so many- saving coupons for use by our military personnel and their families! LMDA is partnering with **troopons.org** to collect clipped manufacturers' coupons (e.g. food or non-food grocery coupons from the Sunday paper). Better yet, recently expired coupons can still be used at overseas military bases (as long as they are coupons that are no more than 60 days out of date)! We'll collect your coupons at the monthly Lunch and Learns. You may also coordinate with your building liaison (see list below) if you can't join us at the Lunch & Learns but want to donate. Help us help those who serve our country!



### Building Contacts:

**Transportation:** Marie Sutton, Linda Fuller

**Century Center:** Patsy Stephenson, Jimmy Travis, Demorris Hukins

**Raney Building:** Melvena Sams, Robert Hines

**Greenfield Parkway:** Mike Reese

**Beryl Road:** Jihad Shawwa

**Division 5 - Durham:** Adrian Atkinson

**Division 4 - Wilson:** Rose Earp

**New Hope Center:** Barbara Gautreaux

## CALENDAR

2012		Event	Time	Location	Contact
January	12	<b>LMDA Board Meeting</b>	12-1pm	OIG Conference Room	Any Board Member
	13	<b>Community Service:</b> Winter Coat Drive Ends		Raleigh-area NCDOT bldgs.	Mike Reese
	19	<b>Lunch &amp; Learn:</b> Knowledge Management through Knowledge Transfer	12-1pm	EIC, Highway Building (& via Live Meeting)	Cynthia Squires
February	8	<b>Professional Development:</b> NCDOT's Program and Resource Plan	7:45am-12:15pm	Chapanoke Road Facility	Adrian Atkinson
	9	<b>LMDA Board Meeting</b>	12-1pm	TBA	Any Board Member
	16	<b>Lunch &amp; Learn:</b> What Does Leadership Really Mean?	12-1pm	EIC, Highway Building (& via Live Meeting)	Linda Fuller

## Holiday Luncheon Wrap-up

LMDA hosted its annual holiday luncheon on Thursday, December 8. Sharon Lipscomb, winner of the 2011 Manager of the Year Award, gave attendees her perspective on the role of management and provided insight on how to deal with all types of employees (even the difficult ones). She also talked about those who have positively impacted her in her career and especially as a manager.



LMDA also presented its annual awards to three very deserving people! The Most Valuable Member award was given to Adrian Atkinson; the Most Valuable Board Member award was presented to LMDA Secretary Cynthia Squires, and the Tree Award for outstanding community service efforts was presented to Shane Petersen. Also recognized were those LMDA members and NCDOT staff who have served as Building Liaisons in 2011, helping with LMDA's community service projects.

The luncheon concluded with excellent food from Coopers' Barbecue and a "pep talk" on how to get more involved with LMDA from our Senior Executive Advisor, Jimmy Travis. And in one final act of community service act for 2011, the leftover food from the luncheon was donated to the Church of the Good Shepherd soup kitchen.

Thanks to all who attended and made this a great event!

*(Below: Adrian Atkinson, Cynthia Squires, and Shane Petersen receiving their awards from Benjetta Johnson, Awards Chair.)*



## Professional Development Corner

### **Workshop: NCDOT's Program and Resource Plan Revenues, Programming and Process February 8, 2012**

**Program Overview:** The NCDOT 10 Plan is composed of several documents – the 10-year Program & Resource Plan, the 5-year Work Program and the State Transportation Improvement Program (STIP). This half-day workshop outlines the Department's project prioritization process, how specific funding levels help achieve the goal of delivering 95 percent of projects on time, and how the costs and schedules for each project are developed for a 12- and 18-month let schedule. The speakers for this workshop are knowledgeable and responsible for carrying out each of the various processes.

**Speakers:** Burt Tasaico, State Program Analysis Engineer; Don Voelker, Director of the Strategic Planning Office; Van Argabright, Manager Western STIP Region; Mark Tyler, Director of the Governance Office and Laurie Smith, Manager of Funds Administration Section

**Time:** 7:45 a.m. until 12:15 p.m.

**Cost:** This is a **FREE** workshop for NCDOT Employees

**Professional Credits:** 4.0 hours Professional Development Hours (PDH's)

**Registration:** Please contact Adrian Atkinson @ [aaatkinson@ncdot.gov](mailto:aaatkinson@ncdot.gov) to sign up by February 3, 2012.



### **NMA East Leadership Development Conference**

NMA's 2012 East Region Leadership Development Conference will be held April 26-28 at the Detroit Marriott in Detroit, Michigan. Early bird registration is now open, so be sure to register by February 28 to receive a discount on the registration fee!

What is the NMA East Leadership Development Conference? It's an opportunity to network with other members of NMA from across the country while participating in valuable workshops on leadership topics. Learn ways to help develop and increase participation in your local chapter, as well as valuable tips that can help you in your job.

To learn more, go to <http://nma1.org/> and click the '2012 East LDC' link on the right side of the page. You can also contact any LMDA board member for more information.

*(Resolutions, from page 1)*

experiences, provide real connection to your neighbors, and offer opportunities to serve others. It adds a dimension to your life that work can't, and helps you develop and solidify your character while giving back to the community. You will find your time serving a community organization is highly rewarding while broadening your outlook on people and life.

**Work in or travel to one new country:** "The world is flat," as Tom Friedman puts it, so it has never been more important to get global experience. In the future cultural sensitivity will be a more important characteristic for leaders than pure intellectual ability. John's survey of more than 500 top MBAs found that on average they had worked in **four countries prior to entering graduate school** and expect to work in five more in the next ten years. Having a global mindset and the ability to collaborate effectively across cultures are essential qualities for aspiring leaders of global organizations.

**Finally, ask more questions than you answer:** With the high velocity of change in the world, it is impossible to have answers to all the important questions. Much more important is a deep curiosity about the world and the ability to frame the right questions in profound ways. The world's toughest problems cannot be solved by you or any one organization. Your role will be to bring the right people together to address the challenging issues you raise. Our research demonstrates that the biggest mistakes result from decisions made by people without deep consideration of thoughtful questions.

Young leaders will soon be asked to take on major leadership responsibilities in their organizations and their communities. We believe it is essential that they take steps like these in order to be prepared for the difficult leadership challenges they will face. There's no better time to get started than the coming year.

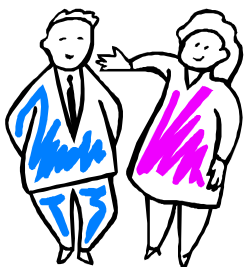
## St. Baldrick's 2012

Join your NCDOT colleagues on **February 25** as they shave their heads for the **St. Baldrick's** event at the Hibernian Restaurant and Pub in Raleigh. St. Baldrick's is an annual fundraiser for childhood cancer research; this is the sixth year that a team from the PDEA Unit, **Team Triscallions**, has participated. Over the years, the team has raised over \$9000 for this worthy cause! Join this year's team and have your head shaved, or donate to the cause- any level of participation is welcome. For more information or to follow the team's progress, please see the team page at:

<http://www.stbaldricks.org/teams/mypage/73439/2012>

You can also contact Shane Petersen (PDEA) at 707-6083 or [scpetersen@ncdot.gov](mailto:scpetersen@ncdot.gov).

Come on, it's only hair. You'll have a great time and you'll be doing something really important for some kids who really need it- so we hope to see you there!



## Welcome New Members!

**Charlotte Boyd-Malette**, Office of Civil Rights  
**Elise Groundwater**, Congestion Management - Traffic Management Unit

## 2011-2012 Officers



Linda Fuller, **President**

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## NMA Code of Ethics

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability
- I will assume that all individuals want to do their best
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste
- I will keep informed on the latest developments in techniques, equipment, and processes
- I will recommend or initiate methods to increase productivity and efficiency
- I will support efforts to strengthen the management profession through training and education
- I will help my associates reach personal and professional fulfillment
- I will earn and carefully guard my reputation for good moral character and good citizenship
- I will promote the principles of our Free Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future
- I will recognize that leadership is a call to service

## NMA Vision Statement

NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces.

## NMA Mission Statement

NMA creates leadership development products and opportunities that maximize the potential of our members, sponsoring organizations, and communities.